



Fort Benning GA

Equal Opportunity



EqualLine Newsletter

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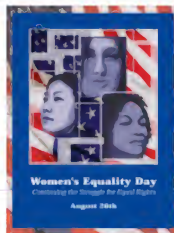
SPECIAL THANKS !!

The Fort Benning Equal Opportunity Office would like to thank all the soldiers, civilians and family members of the community for their support of all the ethnic events that we conduct throughout the year!!

Next Ethnic
Observance
Event:

*Women's
Equality Day
Luncheon*

26 August 2004



EOR and CO2 Course Information

The following is a list of upcoming EO Representative and CO2 Facilitator course dates. If a unit wants a soldier to attend either of these two courses, they must submit the soldier's name, rank and SSN to their respective unit EOA NLT two-weeks prior to the start of the course.

In order to attend the EOR course you must be in the rank of SGT/E-5 -1LT and

be on additional duty orders as the Primary or Alternate Unit EOR. Soldier must bring a copy of their additional duty orders on the first day of class.

The CO2 Facilitator course is open to all grades of DA civilians and military members in the rank of SGT or higher. Those attending the EOR course will also be certified as a CO2 Facilitator. Remember, there

are only 28 slots available post-wide for any single course.

EORC class dates

04-06	9-20 Aug 04
05-01	18-29 Oct 04
05-02	22 Jan-4 Feb 05
05-03	7-18 Mar 05
05-04	6-17 Jun 05

The Army's EO Program

Related EO elements are subject areas that can, and often do, included actions that are usually based on discrimination or prejudicial behaviors. While not directly linked to EO, when individuals take in appropriate action in these areas, it often results in discrimination that is based on the cornerstones of the EO program, race, color, religion, gender, or national origin. The related elements are:

Issues of Appropriate Behavior: When assessing whether a certain incident is an EO violation or an act of sexual harassment, commanders must decide whether the behavior exhibited was appropriate. Members of the military services are subject to a different set of behavioral standards than their civilian counterparts. These standards are characterized as part of "military professionalism." Army leaders and soldiers are trained to understand that to maintain discipline and morale, they must uphold policies and regulations that establish certain standards of behavior both on and off duty. These policies and regulations also provide guidelines and boundaries for relationships between soldiers of all ranks and gender. Within the

civilian work environment, the pursuit of romantic relationships may not receive the same level of scrutiny as it would for those in uniform. When attraction exists between soldiers of unequal rank and position, commanders must assess the potential for problems in a senior subordinate relationship. This attraction is even more problematic when the behavior of one person is unwanted or unwelcomed by another.

Consideration of Others: Consideration of Others (CO2) is a program designed to assist leaders build cohesion and assist them in the complex task of leading Soldiers. A key principle of CO2 is that its execution can easily and readily be adapted to each commander's priorities and each individual unit's needs. The program is systemic and designed to create, maintain, and enforce an environment of respect and dignity throughout the Army. While there are no limitations placed on the subjects included under the CO2, EO and some of its related subjects are included in the program.

Army Language Policy The English language is the

operational language of the Army. Soldiers must maintain sufficient proficiency in English to perform their military duties. Their operational communications must be understood by everyone who has a need to know the content, and, therefore, must normally be English. Commanders may only require soldiers to use English when such use is necessary and proper for the performance of military functions. Commanders may not require soldiers to use English in personal communications unrelated to military functions.

Accommodating Religious Practices The Army places a high value on the rights of service members to observe the tenets of their respective religions. It is the Army's policy to approve requests for accommodation of religious practices when they will not have an adverse impact on readiness, unit cohesion, health, safety, discipline, or otherwise interfere with the soldier's military duties or the mission of the unit. What this means is the accommodation of a soldier's religious practices cannot be guaranteed at all times, but must depend on military necessity.

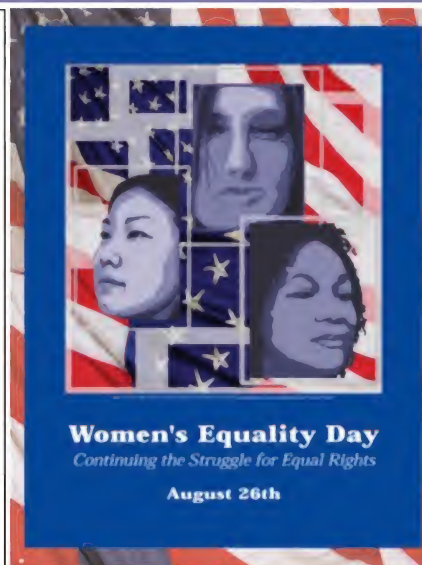
Women's Equality Day (26 Aug)

In 1971 the U.S. Congress designated August 26 as "Women's Equality Day."

The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world's first women's rights convention, in Seneca Falls, New York.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts toward full equality. Workplaces, libraries, organizations, and public facilities now participate with Women's Equality Day programs, displays, video showings, or other activities.

The 2005 theme is "Continuing the Struggle for Equal Rights".



Test your knowledge on Women's Equality:

1. What was the first country that granted women the right to vote?
2. How many years did it take for women to win the right to vote in the United States?
3. In what year did women in the United States win the right to vote?

Answers: 1. New Zealand (1893), 2. 72 years, 3. 1920

Visit the National Women's History Organization Website to take a Women's Equality Day Quiz <http://www.nwhp.org/events/equality-day/equality-day-quiz.html>

National Hispanic Heritage Month (15 Sep—15 Oct)

The 2005 Theme, *Hispanic Americans: Making a Difference in Our Communities and Our Nation*, honors Hispanic Americans and recognizes their cultural, economic, and political contributions.

We take this opportunity to acknowledge their efforts in *Making a Difference in Our Communities and Our Nation* and use this time to educate ourselves on the unique Hispanic culture.



Word Scramble: Hispanic Countries

1. ILECH
2. ZLEANEUVE
3. PSAIN
4. APNAAM
5. UPEROT ORIC
5. GNARUAIAC
7. OXMIEC
8. LAMGATAUE
9. SHODRAUN
10. YRUUAGU
11. EPRU
12. CADUORE
13. LE LDORVASA
14. UBAC
15. OCAMBLO
16. TASCO IRCA
17. GENANITRA
18. OIBLVAI
19. IANICMDON BPUCIERL

ANSWERS: 1-Chile, 2-Venezuela, 3-Spain, 4-Panama, 5-Puerto Rico, 6-Nicaragua, 7-Mexico, 8-Guatemala, 9-Honduras, 10-Uruguay, 11-Peru, 12-Ecuador, 13-El Salvador, 14-Cuba, 15-Colombia, 16-Costa Rica, 17-Argentina, 18-Bolivia, 19-Dominican Republic

